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APPOINTMENTS TO FILL VACANCIES IN SUBSIDIARY ORGANS AND OTHER APPOINTMENTS: APPOINTMENT OF MEMBERS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Note by the Secretary-General

1. As indicated in document A/48/106 of 10 March 1993, it will be necessary for the General Assembly, during its current session, to appoint five persons to fill vacancies that will arise in the membership of the International Civil Service Commission (ICSC), effective 31 December 1993.

2. The members of the Commission whose terms of office expire on 31 December 1993 are:

Mr. Mario Bettati (France)

Ms. Lucretia Myers (United States of America)

Mr. Antônio Fonseca Pimentel (Brazil)

Mr. Alexis Stephanou (Greece)

Mr. Ku Tashiro (Japan)

Thus, the members to be appointed should come from the following regions:

One member from the Asian States;

One member from the Latin American and Caribbean States;

Three members from the Western European and Other States.

3. Member States have submitted the following candidatures:

(a) For the vacancy for the Asian States:

Mr. Ku Tashiro (Japan)

(b) For the vacancy for the Latin American and Caribbean States:

Mr. Antônio Fonseca Pimentel (Brazil)

(c) For the three vacancies for the Western European and Other States:

Mr. Mario Bettati (France)

Mr. Helmut Kitschenberg (Germany)

Ms. Lucretia Myers (United States of America)

Mr. Alexis Stephanou (Greece).

4. The appointment of the members of ICSC is governed by the provisions of articles 3, 4 and 5 of the Commission's statute. Pursuant to those provisions, and in accordance with paragraphs 3 and 4 of part II of General Assembly resolution 43/226 of 21 December 1988, the Secretary-General has undertaken consultations with Member States, through the Chairmen of the various regional groups, with the executive heads of the other organizations of the common system signatory to the ICSC statute, with staff representatives through the Federation of International Civil Servants Associations (FICSA) and the Coordinating Committee for Independent Staff Unions and Associations of the United Nations System (CCISUA) and with the Advisory Committee on Administrative and Budgetary Questions (ACABQ).

5. Regarding consultations with Member States, Mr. Ku Tashiro has been endorsed by the Asian Group of States and Mr. Antônio Fonseca Pimentel has also been endorsed by the Group of Latin American and Caribbean States. All four persons proposed for the three vacancies for the Western European and Other States were nominated by their respective Governments; none has received endorsement by the Group of Western European and Other States.

6. The Secretary-General thus submits to the Fifth Committee for its consideration the list of candidates nominated for membership of the International Civil Service Commission:

(a) For a four-year term of office beginning 1 January 1994:

Mr. Ku Tashiro (Japan)

(b) For a four-year term of office beginning 1 January 1994:

Mr. Antônio Fonseca Pimentel (Brazil)

(c) For a four-year term of office beginning 1 January 1994, three of the following candidates:

Mr. Mario Bettati (France)

Mr. Helmut Kitschenberg (Germany)

Ms. Lucretia Myers (United States of America)

Mr. Alexis Stephanou (Greece).

7. The curricula vitae of the candidates are set out in alphabetical order in the annex to the present note.

Annex

Mario BETTATI

Born on 7 November 1937 at Nice, France

Married 17 August 1959, two children

Distinctions

Diploma from The Hague Academy of International Law (1967)

Docteur d'Etat in Law (1970)

Prizewinner, Faculty of Law and Economics, Nice (thesis prize, 1970)

Prizewinner, National Association of Doctors of Laws (1970)

Prizewinner, International Diplomatic Academy (1986, for book on refugees)

Honorary Dean of the Faculty of Law, University of Paris-Sud (since 1988)

University posts

Junior lecturer, Faculty of Law, Nice (from 1963)

Lecturer, Faculty of Law, Nice (from 1970 to 1973)

Acting senior lecturer, University of Paris I (1973-1974)

Agrégé, Faculty of Law, Paris (1974)

Professor, University of Reims (1975-1980)

Member of the Conseil supérieur des corps universitaires (1979-1982)

Professor, University of Paris-Sud (1981-1988)

Director of the Research Department, Faculty of Law, University of Paris-Sud (1982-1988)

Lecturer, International Institute of Public Administration (since 1982)

Member of the jury for candidates for the agrégation in political science (1984)

Holder of the Henri Rolin Chair at the International Institute of Human Rights (1986)

Professor, University of Paris II (since January 1988)

Director of advanced studies programme in Community Law and of the Centre for European Law, University of Paris II (since July 1988)

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Teaching and research assignments outside France

In various countries in Europe, Africa, Asia and North America, including the United Nations University. Guest speaker at the Meller Conference of International Law, New York University School of Law, June 1987, and at conferences on international organizations, at the invitation of Harvard and Tufts Universities, Boston, October 1987.

Annual teaching assignments at the National School of Administration at Tunis and the National School of Public Administration at Rabat (1980-1987).

Lectured on "The recruitment and career of international civil servants" at The Hague Academy of International Law, 1987.

Member of the Group on the international civil service and the administration of international organizations at the International Institute of Administrative Sciences, Brussels.

Administrative positions

Member of the board of examiners at the National School of Administration (1975 and 1978)

Legal Counsel to the delegation of international civil servants, Office of the Prime Minister (1983-1988)

Member of the International Civil Servants' Committee, Office of the Director of the Civil Service (1984-1988)

Dean of the Faculty of Law, Vice-President of the University and Director of studies leading to the Diplôme d'etudes supérieures spécialisées, University of Paris-Sud (1986-1988)

July 1988-January 1991: special ministerial adviser to Mr. Bernard Kouchner, Secretary of State to the Prime Minister for Humanitarian Activities

Since 1990: member of the French Committee for the International Decade for Natural Disaster Reduction, Ministry of the Environment

Editorial activities and thesis direction

Member of the editorial board, Revue générale de droit international public

Member of the editorial board, Revue politique et parlementaire

Director of the collection Perspectives juridiques et économiques, Economica (1986-1988)

Directed and wrote prefaces for approximately 30 doctoral theses at the Universities of Paris I, Paris XI and Paris II

Contributed editorials and articles to various periodicals: Le Figaro, l'Express, Esprit, Pouvoirs, Le Monde diplomatique, etc.

Selected publications

Articles

Articles in major reviews of international law and international relations in France and abroad: Annuaire français de droit international, Revue générale de droit international public, Revue belge de droit international, American Journal of International Law, Revue française de science politique, Revue française de polémologie

Reports on careers in the international civil service for the Group on the International and Community civil service, International Institute of Administrative Sciences, Brussels

Recent books (since 1983)

Le Nouvel Ordre Economique Internationale, Paris, Presses universitaires de France (PUF), 1983, 128 pp. (2nd revised edition, 1985)

L'avenir des organisations internationales, L'avenir de la fonction publique internationale (under his direction), Paris, Economica, 1984, 357 pp.

L'asile politique en question? un statut pour les réfugiés, Paris, PUF, 1985, 202 pp. (won award of the International Diplomatic Academy in 1986)

Les ONG et le droit international, in collaboration, Paris, Economica, 1986, 311 pp.

Le droit des organisations internationales, Paris, PUF, 1987, 128 pp.

Le devoir d'ingérence, in collaboration, Paris, Denoël, 1987

Recrutement et carrière des fonctionnaires internationaux, Leiden, the Netherlands, The Hague Academy of International Law, Recueil des cours, 1988, 265 pp.

Aux sources du droit international public, to be published in 1992 by PUF (approximately 300 pp)

Helmut KITSCHENBERG (Federal Republic of Germany)

Born:	23 September 1930
Education:	First and second State examinations, University of Bonn
	Dr. jur. (international law) University of Cologne
Professional career:	
1961-1962	Civil servant at a district administrator's office
	Chairman of the board of complaints at district level
1962-1971	Civil servant in the Federal Ministry of the Interior, dealing with legal and personnel affairs
1971	Head of section in the Federal Ministry of the Interior, responsible for civil service regulations (status, remuneration, pension schemes) of international organizations. In this position, member of expert groups on conditions of service, salaries and pensions in various international organizations, and representative of the Federal Republic of Germany to international conferences. Member of the appeals board of the Council of Europe
1972-1975	Member ICSC
Publications:	"Beamter in internationnalen Organisationen" (Civil servants in international organizations) (1976)

Lucretia F. MYERS

Experience

Lucretia F. Myers was appointed Executive Director of the United States Merit Systems Protection Board in 1987 and manages the operations of the Board and 11 regional offices. As the successor to the United States Civil Service Commission, the Board is an independent quasijudicial agency designed to protect the integrity of the Federal merit systems. It conducts studies of the merit systems and adjudicates appeals from personnel actions taken by the United States Government.

Prior to her appointment at the Board, Ms. Myers served in a variety of positions at the United States Government's central personnel agency, the United States Office of Personnel Management.

1986-1987: Deputy Associate Director for Administration with responsibility for the Agency's fiscal, administrative, electronic data-processing and human resources management functions.

1985-1986: Deputy Associate Director for Compliance and Investigations with responsibility for the federal government's personnel investigations, personnel management oversight, workforce information and classification appeals programmes.

1984-1985: Assistant Director for Pay and Benefits Policy with responsibility for development of legislative and regulatory policy for the United States Government's pay and leave systems, retirement system and health and life insurance programmes.

1982-1984: Assistant Director for Retirement Programs with responsibility for administering the United States Government's civil service retirement and disability programmes. With a staff of approximately 1,000, paid over $21 billion in benefits annually to more than 1.8 million people.

1979-1982: Director of Personnel and Equal Employment Officer with responsibility for position classification, examination development and staffing, affirmative employment planning and complaints processing, employee and labour relations and personnel management evaluation for the central personnel agency of approximately 6,000 employees nationwide. Served briefly as Chief, Workforce Management Division, during this period.

Before joining the Government's central personnel agency, Ms. Myers held a variety of management and technical positions in human resources management with the United States Department of the Air Force.

1978-1979: Chief, Resource Development and Training Division, Office of Civilian Personnel Operations, with responsibility for developing policy for career management and education, training and development programmes for 230,000 civilian employees working worldwide.

1978: Chief, Evaluation and Resource Management Division, Headquarters Air Training Command, with responsibility for personnel management oversight, drug and alcohol abuse programmes, and human resource management information systems. Managed a budget of approximately $230 million for pay and benefits to support 17,000 civilian employees at 14 field sites.

1976-1978: As a member of the faculty at the Air University in Montgomery, Alabama, Ms. Myers developed curriculum and taught courses in staffing, employee management relations, position classification and wage administration, labour contract negotiations and applied labour relations.

1968-1976: Served as a technical specialist, then as a supervisor with responsibility for planning, implementing and directing a personnel programme comprised of classification and wage, staffing and employee management relations for civilian employees engaged in research and development and systems acquisition.

Education and honours

Ms. Myers is a 1983 graduate of the Senior Executive Fellows Program at Harvard University's John F. Kennedy School of Government and a 1990 graduate of the Federal Executive Institute.

In 1988, the President of the United States awarded her the Presidential Rank Award of Distinguished Executive. In 1989, she won the merit board's top award, the Theodore Roosevelt Award, for her leadership abilities. Ms. Myers represented the United States at the International Personnel Management Association's International Conference in London in 1988. She has received numerous awards for outstanding performance, including eight performance awards for excellence as a member of the Senior Executive Service.

Antônio Fonseca PIMENTEL

Born 3 July 1916

Education	Colégio Brasil, Ouro Fino (MG), 1934-1935 American University, Washington, D.C., 1952-1953

Professional experience

1953-1955	Adviser, Brazilian School of Public Administration
1955-1956	Director, Personnel Division, Brazilian Department of the Civil Service
1956-1957	Chief of Branch, O. and M. National Bank for Economic Development
1957-1961	Director-General, Department of Administration, Ministry of Transportation
1961	Secretary-General of Administration, Government of Brasilia, D.F.
1961-1963	Director-General, Department of Civil Service
1963-1965	Regional Adviser, United Nations Central American Technical Assistance Board
1966-1969	Assistant to the Director of Personnel and Management, Food and Agriculture Organization of the United Nations (FAO)
1969-1971	Assistant to the Head of Civilian Staff, Presidency of the Republic
1971-present	Special Adviser, Getúlio Vargas Foundation, Brasilia
1975-present	Member of ICSC

Publications

Democratic World Government and the United Nations, Brasilia, Excopo Editora, 1979, 2a. Edição, 1980, 158 pp.

"Civil Service Personnel Management in Latin America" in Civil Service Systems (essays and texts), organized by Louis Fougère, Brussels, International Institute of Administrative Sciences and the United Nations Educational, Scientific and Cultural Organization (UNESCO), 1967, pp. 33-55.

Politics and Administration, limited edition, Rome, 1966, 58 pp.

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Introdução à Administração Internacional de Recursos Humanos, Brasilia, DASPO, 1975, 93 pp.

A Paz e o Pão (Desafio às Nações Unidas), Rio de Janeiro, Fundação Getúlio Vargas, 1971, 2a. edição, 136 pp.

Alexis Stephanou

Date of birth	3 July 1926
Place of birth	Paris, France
Nationality	Greek
Family status	Married, one son
Education	Athens University (1946-1950), Diploma in Political Science and Economics
	Australian National University, Canberra (1972-1973)
	Seminars in international relations, theory and history of political ideas

Professional experience

1945-1951	Under-Secretariat for Press and Information, Athens, as Foreign Press Division Officer
1951-1953	Attache of Embassy, Ministry of Foreign Affairs, Athens
1953-1957	Vice-Consul in Jerusalem, Secretary to the Diplomatic Representation in Israel. Acting Consul General and Diplomatic Representative from June 1956 to January 1957
1957-1958	Second Secretary, Greek Embassy, Ankara
1958-1962	First Secretary, Greek Embassy, London
1962-1964	Head of the Turkish Affairs Section, Political Department, Ministry of Foreign Affairs
1964	Member of the Greek delegation to the General Conference of UNESCO, Paris
1964-1969	Counsellor of the Greek Embassy, Nicosia, Cyprus
1969-1971	Deputy Permanent Representative, Permanent Mission to the United Nations at Geneva; Acting Permanent Representative (October 1970-April 1971)
1971-1974	Ambassador of Greece to Australia and New Zealand
1974-1978	Ambassador of Greece to Bulgaria

1979-1982	Head of the Division of International Organizations and Conferences, Ministry of Foreign Affairs, Athens
	Member of the High Board for Promotions and Transfers, Ministry of Foreign Affairs
	Member of the Committee for the review of the post adjustment scales of the Foreign Ministry staff serving abroad
	Head of the Greek delegation to the Second and to the Third Review Conference of the Parties to the Treaty on the Non-Proliferation of Nuclear Weapons (1980 and 1985)
	Member of the Working Groups on Disarmament and on Non-Proliferation of the European Political Co-operation (President of the groups from July 1983 to December 1983)
October 1982	Chairman of the Examination Board of the Diplomatic Service entrance examination
	Chairman of the Committee administering a special voluntary fund subscribed to by the Staff of the Ministry for Foreign Affairs (August 1980-December 1982)
1983-1985	On special missions for the Ministry for Foreign Affairs:
	Greek representative to the third meeting of the Contracting Parties to the Convention for the Protection of the Mediterranean Sea against Pollution (February-March 1983)
	Greek representative to the 1983 and 1984 substantive session of the Disarmament Commission, New York; Vice-Chairman of the aforesaid Commission for the 1984 session, re-elected for the 1985 session
December 1984	Promoted to the rank of career Ambassador
February 1985	Retired from the Service in accordance with the law for mandatory retirement at the age of 58 for Foreign Service Officers who have completed 35 years of civil service or more
1979-1988	On special missions for the Ministry for Foreign Affairs:
	Member of the delegation of Greece to the General Assembly at its thirty-fourth to forty-third sessions of the General Assembly (representative of Greece to the Special Political Committee, 1979, 1980 and 1981 and to the First Committee from 1982 onwards)
	Greek representative to the 1986, 1987 and 1988 substantive sessions of the Disarmament Commission, New York

President of the Working Groups on Disarmament and on Non-Proliferation of the European Political Co-operation from July to December 1988

1986-1989 Member of ICSC

Other activities and assignments

1979-1982 Member of the Executive Committee, Hellenic National Commission for UNESCO

Member of the Administrative Board of the European Cultural Centre, Delphi, Greece

Member of the Executive Committee, Hellenic National Committee for UNICEF

1983-1984 Member of the Board of Directors, Institute for East-West Security Studies, New York

Lecturer at the National Defense College, Athens

Ku Tashiro

Date of birth	3 December 1925
Place of birth	Kumamoto-ken, Japan
Nationality	Japanese
Sex	Male
Marital status	Married
Education	Graduated from Kyushu University (Agriculture)
	Completed the Career Executive Programmes, Institute of Public Administration (Public Administration)

Professional experiences

1949	Joined the National Civil Service Commission (NCSC), Japan
1958-1961	Personal Secretary to the National Civil Service Commissioner, NCSC
1962-1968	Assistant Director, Efficiency Division, Employee Relations Bureau, NCSC
1963-1964	Fellow, United Nations Technical Assistance Programme (study in the United States, the United Kingdom and France)
1968-1970	Job Analyst/Chief, Management Service Unit, Central Establishment Division, President's Office, United Republic of Tanzania (Technical Co-operation Programme)
1970-1972	Director, Planning and Administration, Institute of Public Administration, NCSC
1972-1974	Director, Efficiency Division, Employee Relations Bureau, NCSC
1974-1979	Chief, Recruitment Planning and Staff Development Service, Personnel Division, FAO
1979-1980	Director, Training and Development Office, NCSC
1980-1981	Director General, Institute of Public Administration, NCSC
1981-1982	Director General, Equity Bureau, NCSC

1981-1984	Member, Research Group on the Relationship between Bureaucracy and Economic Development in Developing Country, Institute for Development Economics
1982-1984	Secretary-General, International University of Japan (IUJ)
1983-1985	Chairman, Committee for the Improvement of Human Resource Management in International Organizations, National Institute for Research Advancement
1984 to date	Special Advisor to the President/Chairman, IUJ
1988 to date	Member, International Civil Service Commission

Professional associations

Member, International Institute for Administrative Sciences, Brussels

Member and former Executive Member, Board of Directors, Japanese Society for Public Administration

Member, American Society for Training and Development

Executive Director, Japan Institute of Personnel Administration

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